

# Title VI

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Civil Rights Act of 1964

# What is Title VI?

- It is a federal law!
  - Race
  - Color
  - National origin

# DHS Compliance

- Any organization receiving federal funding must comply with Title VI.
- This includes all state DHS offices and its sub-recipients.



# Requirement

- This is not a suggestion, this is a requirement.

# Contracts

- You signed that:
  - You would comply with Title VI
  - You would train staff annually
  - You would train all new employees
  - You would provide language assistance
  - You would have a compliance officer
  - You would provide a process on how to address Title VI complaints.

# LEP

- Limited English Proficiency
  - Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English . . .
  - These individuals are entitled to FREE language assistance (in your contract).



# LEP

- Proper Language Assistance
  - Translation of documents
  - Contract staff interpreters
  - Contract interpreters from within the community
  - Telephone interpreters

# Other LEP Requirements

- Notice regarding the availability of interpreter services, at no cost, must be posted and available to all employees, applicants and clients.
- Notice of the process for filing a complaint must also be posted.



# How does DHS help?

- DHS offices should contact contractors about yearly training.
- DHS has posters and brochures at local offices that you can copy and modify to fit your organization.
- You can receive Language Line Assistance at the state rate, but not through DHS.

# Compliance

- DHS and Family Assistance monitors compliance.
- DHS will distribute sample surveys for yearly implementation plan.

*Any questions?*

